

south dakota

INCENTIVES *plus*

Incentives Payment Schedule – Year 3 (2009-2010 School Year)

	Amount of incentive	Awarded to	Reason for award	To be paid
Recruitment & Retention	Up to \$5,000 per teacher (Each district receives a minimum of \$10,000; additional funds are pro-rated based on ADM.)	Highly qualified classroom teachers who are contracted for vacant positions that are hard-to-fill	Incentive (ie. signing or retention bonuses) to attract good teachers into high-needs schools and/or high-demand positions	School districts submit requests to SDI+ leaders for approval. DOE issues checks directly to teachers. DOE carries over unexpended funds one year.
Individual Leadership Roles & Responsibilities	BLT Team Members: \$1,500 CWG Team Members: Teachers: \$750 Parapros: \$500 Plus 14% in lieu of benefits (Pro-rated for those working less than full-time in that school/district)	Principals, assistant principals and all instructional staff, including district pre-school teachers and para-professionals	BLT members: Participation in at least 8 BLT meetings, CWG meetings, or BLT-related activities AND provision of leadership for BLT/CWG planning and implementation. CWG members: Participation in at least four CWG meetings or BLT-related activities AND collaboration with colleagues for improving student learning.	DOE issues checks to districts by June 15, 2010 . Districts distribute checks to participating principals and teachers. All participants should receive incentive checks no later than June 30, 2010 .
Individual Effective Performance	Principals/asst principals: \$1,000 Teachers: \$1,500 Plus 14% in lieu of benefits	Principals, assistant principals and all classroom teachers	Principals: Participation in Leadership Academy with mentoring/coaching. Teachers: participation in Take One or National Board Certification — submission of required documents/tape by April 15; report of scorable portfolio received by NBPTS	Principals: same as spring 2010 schedule above. Teachers: \$750 spring 2010; \$750 fall 2010 (based on determination that portfolio submitted was scorable).
School-based Performance	Principals/asst principals: \$4,000 Teachers: \$2,250 Para-pros: \$1,100 Plus 14% in lieu of benefits	Principals, assistant principals and all instructional staff, including district pre-school teachers and para-professionals	School makes AYP as determined by DOE or school demonstrates growth in student achievement as determined by SDI+ project growth formula	DOE issues checks to districts as soon as AYP determinations are validated: Fall, 2010 . Districts will distribute checks to individuals: Fall, 2010 (based on spring 2010 test results)

July 1, 2009